



COMMISSIONER
HAROLD W. CLARKE

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AROUND THE BLOCK

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Volunteer Services

By William Milhomme, Director of Volunteer Services

A New Zealand Maori Proverb says, "With my resources, and your resources, everyone will benefit." I began my journey as a volunteer for the Department of Correction in 1988 for personal reasons. As is true for the majority of volunteers, it commenced with a desire to give back to the community and to make a difference in the lives of others.

Over the years, one thing that became increasingly evident to me as a volunteer, and was later confirmed by the creation of the Director of Volunteer Services position in 2005, was that the summary benefit of volunteer programming to the incarcerated population was not an independent objective for their benefit alone but an aspiration that supported the mission of the Department of Correction as a whole.

I am far from alone in my appreciation of volunteerism. The following numbers are a glimpse of the multitude and diversity of our valued volunteers. Currently there are 1,476 certified, active permanent volunteers throughout the 18 correctional facilities. There are 768 male volunteers and 708 female volunteers representing 52% and 48% respectively. The largest racial/ethnic group is White (64.6%), followed by Hispanic (25%) and Black (9.1%).

There are 926 faith-based volunteers and 550 non faith-based volunteers. The largest group of faith-based volunteers providing religious services and programs identify themselves as Protestant, followed by Catholic, Christian Science, Buddhist, Quaker, Native American, Muslim, Jewish, and Wiccan.

The non faith-based volunteers are typically involved in the facilitation of life-skills and self-help programs, including Cognitive Skills, Alternatives to Violence, Emotional Awareness (Houses of Healing), Alcoholics Anonymous, Narcotics Anonymous, Book Discussion, Toastmasters, Parenting, Creative Writing, GED Tutors, and the NEADS Puppy Program.

The majority of volunteers are being recruited through Internet websites such as the Massachusetts Service Alliance and the Massachusetts Teachers Retirement Board, as well as several volunteer online newsletters. Additionally, the Department has a volunteer electronic mail contact list with 1,080 subscribers.



Clockwise from left: George Manoogian, Bill Milhomme, Paulette McGuinness, Vern Ludwig and Larry Cotton at a volunteer appreciation event at MCI Norfolk.



Bill Milhomme, Director of Volunteer Services

Volunteers logged a total of 137,340 hours of service in calendar year 2008. If the Department were to pay all of our volunteers the estimated dollar value of their time (\$20.25/per hour), it would have cost the Department over \$2,781,135. Though a fiscal value may be assigned to volunteerism, the difference our volunteers make as a human link between the outside community and the incarcerated population is immeasurable.

Someone once said, "Volunteers are seldom paid; not because they are worthless, but because they are priceless." I believe the volunteers at the Department of Correction have proven this to be true.

MCI Shirley Building Trades Program Goes Green

By Robert Wirtanen, Building Trades Instructor

The Building Trades Program at MCI Shirley Medium is going on five years old. In those five years, the inmate students have produced over 15 sets of kitchen cabinets and over 60 bathroom vanities. All were sold to nonprofit agencies such as Habitat for Humanity and various Community Development Corporations. The inmates also participated in building the interior and exterior "green" wall panels for the Family Reunification House at SMCC.

Because of the recent slowdown in the construction market, the cabinet and vanity orders are not as abundant as they were in the beginning of the program, but that hasn't stopped the inmates from pursuing other aspects of the building trades industry. Filling requests for shelves, bookcases and picture frames have kept the inmates active and productive. Along with the valuable skills they can use upon reentry back into society, inmates are now able to earn their OSHA Ten-Hour Construction Card.

Designing and building furniture from recycled wood pallets as well as furniture restoration and repair have become the foundation of the program. Some of the furniture designs come from the inspiration and influence of the once popular Shaker community located here on the Shirley property. Some of the tables, desks and other items built by the inmates are on display in the Building Trade's building, and can also be seen in the recently remodeled Shaker Village buildings.

The inmates are ready, willing and able to restore and repair any of the furniture that others may claim "not fit for use." This would save thousands of dollars in state funds. In addition, in thinking "green," using old wooden pallets in the production and repair of furniture is a great way to teach the inmates how to be wise in their own spending. It also inspires creativity, planning, and the notion that everything has value. (Just another of the Shaker influences.)

Recycling, repair and restoration of furniture. Recycling, repair and restitution of inmates. A win-win for everyone.

DOC Wins Energy Star CHP Award

By Todd Gundlach

Many people are familiar with the Energy Star label. You see it on appliances like refrigerators, washers and dryers, televisions and computers. The United States Environmental Protection Agency and Department of Energy also recognize utility systems, industrial processes and best engineering practices with Energy Star Awards.

This year the Massachusetts Department of Correction was honored with the 2009 Energy Star Award for the Bridgewater Correctional Complex Combined Heat and Power system that was installed as part of a comprehensive energy savings performance contract completed in 2007.

Combined Heat and Power (CHP, also known as cogeneration) is an efficient, clean, and reliable approach to generating power and thermal energy from a single fuel source such as natural gas. CHP can greatly increase the facility's operational efficiency and decrease energy costs.

At the Bridgewater Correctional Complex (BCC), we use a 1.4 Megawatt natural gas fired combustion turbine (think helicopter engine) to produce electricity for use at the complexes four prisons and ancillary buildings. We then use the steam generated from the waste heat associated with the turbine's exhaust for kitchen operations, laundry, heat and domestic hot water.

The BCC Power Plant is being recognized for its significant pollution reduction and energy efficiency qualities. While enabling the DOC to meet its sustainability goals through onsite electricity generation, the environmental benefits like increased efficiency, reliability and reduced greenhouse gas emissions cannot be overlooked. In 2008, the plant's efficiency equated to an estimated reduction of 3,400 tons of carbon dioxide emissions. This reduction in CO2 is equivalent to the emissions of 565 passenger cars, over 350,000 gallons of gasoline, or the electricity needed to power 428 homes.



Inmates in the Building Trades Program at MCI Shirley.



Chair found in one of the Shaker Village buildings.



Cedar Junction photovoltaic system.

New Era of Electric Power Generation at DOC

By Andrew Bakinowski

On June 17, 2009 the Department of Correction entered a new era of electric power generation with the start-up of a 106 kiloWatt photovoltaic (PV) system at the Norfolk Waste Water Treatment Plant (WWTP). Four days later, another 60 kiloWatt photovoltaic system went on-line at the Concord Waste Water Treatment Plant. 100% clean energy is being produced with no moving parts. These two PV systems have been producing electrical power every day, even during the frequent rain in the months of June and July, totaling over 15 megaWatts (15,000,000 Watts) hours of power in the first four and one half weeks of operation. A typical home in New England utilizes about nine to 11 megaWatt hours each year. These PV systems are expected to produce enough power to supply 15 to 25% of the daily needs of each plant over the course of a year. By fall, three more large PV systems will be on line at Cedar Junction, South Middlesex and the Bridgewater Waste Water Treatment Plant.

The planning for these projects began nearly four years ago with the submission of an application to the Internal Revenue Service for project funding utilizing zero interest bonds. The DOC was fortunate to receive \$1.7 million in bonds underwritten by Mass Development. This funding at zero interest must be paid back, but the annual payments are structured so that the total amount of electrical costs offset by the large PV systems is more than the annual payment. This will result in a direct cost savings to the Department. In addition, the projects were partially funded by direct grants from the Division of Energy Resources and the Massachusetts Technology Collaborative.

With the commissioning of these two systems in June and the two previous small systems installed by the Division of Resource Management (DRM), the DOC has poised itself to be a leader in solar powered renewable energy for all state agencies. Work continues on the three systems at Cedar Junction, South Middlesex and Bridgewater. Once completed, the DOC will have the largest solar generating capacity of all state agencies and authorities. DRM is currently pursuing funding for an additional six systems including the expansion of Cedar Junction and Norfolk WWTP systems.

The long and short term benefits of installing these systems are many, ranging from the less tangible concept of reducing greenhouse gas emissions to something very tangible such as simply saving money. The investment in these systems presents a long term approach that allows better cost control and limits the financial impacts of the continuing rise in energy costs.

If you wish to see the operation of these two systems, you can go to the web site www.solrenview.com. At the drop down menu at the top, click on the "LIVE SITES." Click on "Public Sites" and scroll down to J.F. White (the installation contractor). The Concord and Norfolk locations are separate web links. You will be able to see the total amount of energy produced since each system was started and current real time operating data.

OCCC Volunteer Appreciation - Alternatives to Violence Program

By Carol Lawton

OCCC held its annual Volunteer Appreciation Night on June 10, 2009. The purpose of the event is to acknowledge the contributions made by the people who faithfully give their personal time to supplement departmental programs and enrich the lives of the inmate population at OCCC. Their efforts are especially important in view of the fact that the majority of inmates will eventually return to their communities.

This year's Volunteer of the Year recipient was Kathy Rubenstein of the Alternatives to Violence Program.

Kathy has been active with this program since its inception at OCCC in spring 2007. The program has been in existence in the DOC for over a decade. Program volunteers include students, faculty and staff of Bridgewater State College as well as some community members.

The program teaches inmates how to reduce violence by introducing alternative ways of resolving conflict resulting in a diminished need to resort to violence. Since its inception, the program has provided 117 volunteer sessions totaling 1,989 volunteer service hours. Volunteers have conducted 21 weekend workshops with approximately 180 inmates.

This is but one example of a collaboration which has positively affected inmates as well as benefited the department.



Left to right: Supt. Steve O'Brien, Bruce Pires, volunteer Kameelah Benjamin-Fuller, Mark Powers, volunteer Amy, volunteer Wayne Assing, volunteer Donna Malloy, Kathy Rubenstein, Luis Spencer and Jean Lahousse.



SPOTLIGHT ON MCI PLYMOUTH

Community Work Crews Making a Difference

By Noemi Lymon

MCI Plymouth is committed to supporting local communities as well as state and local agencies by supplying inmate work crews to assist with unskilled labor. Community work crews are one of the major re-entry initiatives for this facility. Not only do the inmate work crews help out these agencies fiscally, but they also give the men a chance to give back to the community.

For the last 16 years, MCI Plymouth has supplied work crews daily to Camp Edwards in Bourne to assist the Massachusetts National Guard, Army, Coast Guard and the Air Force. They provide services such as building and grounds maintenance, laundry, janitorial, snow removal, painting, moving furniture and setting up the training barracks.

MCI Plymouth also assists the Department of Conservation and Recreation (DCR) by supplying inmate work crews to state parks and roadways for various assignments from litter removal, grass cutting, brush removal and painting in the summer, to maintaining local skating rinks by providing ice preparation, interior painting and janitorial services in the winter. During inclement weather, the inmate work crews are instrumental in assisting DCR with emergency snow removal of walkways and footbridges. Many times, additional work crews are scheduled to provide around the clock coverage.

MCI Plymouth proudly provides inmate work crews to assist in annual fundraisers that take place across the state, such as the Pan Mass Challenge, Walk for Hunger, Walk for Breast Cancer, the Boston Marathon and the Jimmy Fund. These inmate work crews diligently set up and break down necessary equipment.

Surrounding towns of MCI Plymouth also benefit from services provided by inmate work crews. They supply labor to school departments, fire stations, police stations and Department of Public Works.

At least once a week, MCI Plymouth supplies a work crew of six inmates to the U-Mass Cranberry Experiment Station located in Wareham. Prior to working in the cranberry bogs, the inmates must complete a certifiable mandatory training on the maintenance and safety of working in the bogs. Upon completion of the training, all inmates receive a certificate.

For the Paul A. Dever School, inmates refurbished several cottages that would later be used as office space. For several years now, Bridgewater State College has utilized an inmate work crew of eight inmates to set up the student resident halls for the fall semester.



It is quite apparent that state and local agencies benefit fiscally from utilizing inmate work crews that provide unskilled labor in the community. The inmates also benefit from learning a skill and gaining self-confidence.

Inmate working on gym in Carver.



Inmates made a custom shelving unit for the visiting area.

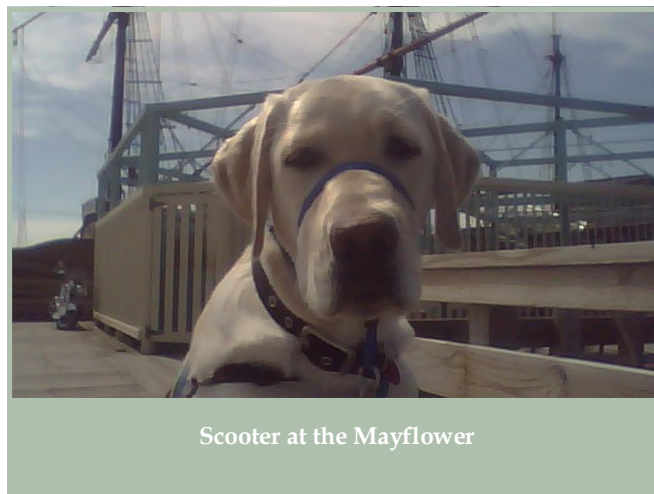
Re-entry Initiatives at MCI Plymouth

By Brenda A. Lobo

MCI Plymouth is committed to supporting and assisting inmates with reentry initiatives. The Department of Correction has defined a reentry plan to include: identifying personal goals, living arrangements, employment, health-care, substance abuse treatment, financial planning, crisis plans, continuing education, recreation, family/friends, victim awareness empathy, spiritual life and community involvement. Some of the structured programs offered are: English as a Second Language, GED, Pre-GED, and Adult Basic Education. Additional programming includes: the Automotive Program, Correctional Recovery Academy, Prisoner Reentry Initiative Program, Alcoholics Anonymous and the National Education for Assistance Dog Services (NEADS).

MCI Plymouth has incorporated family/friend programming which will nurture those inmates who wish to maintain positive family ties. This includes a Family Orientation Night held by Superintendent Michael Grant and Director of Classification Kathleen Doyle; an outdoor visiting area with opportunities to take family photos for positive inspiration for inmates; and a Vegetable Garden Program that provides the institution with fresh vegetables allowing for an expanded culinary menu. A new Family & Children's Visiting Area allowed inmate volunteers to be a part of the entire planning process, from suggesting games to manufacturing wooden shelves and building of the play area. The inmates were enthusiastic about being able to become part of a family friendly project where they invested time and energy for a positive outcome. This project has kept inmates involved in the family re-unification process.

All of these programs not only teach the inmates some responsibility, but also teach the importance of family and structured goals for a successful re-entry process.



Scooter at the Mayflower

Puppies by the Pond

By Kathleen Doyle

The NEADS program at MCI Plymouth is half way through its sixth year. The facility has seen approximately 40 dogs come and go during that time. Our two most recent graduates were Sooner and Cowboy. Both dogs were matched with veterans. Sooner was matched with Alexis Courneen who was wounded in her capacity with the Coast Guard and Cowboy was matched with Ames Peters, a Navy Medic with the Marines. Both Alexis and Ames came to the facility to meet with staff and the NEADS inmates.

NEADS dogs are trained to take off shoes, take clothes out of dryers and place them on laps. They also open doors, refrigerators, fetch any item dropped, carry bags, etc. The work they do is monumental. They bring independence to their new companions.

The NEADS Prison Pup Program continues to be a success. It boosts your day to see the puppies and brings tears to your eyes when you attend a graduation and see the dogs matched with their new owner/companions. Our newest puppy is Scooter, a yellow lab, who was nine months old in August.

NEADS has Fabulous Flunkies on its web site. Dogs that are no longer able to participate in training to be a service dog are placed for adoption. In 2005, I was able to adopt Ben, who was just 14 months old. He had been trained at MCI Plymouth as a pup. In need of shoulder surgeries, he could not remain in the program. Ben is now five. He is a large yellow lab, who never forgot his training. He still turns lights on and off if you are not paying attention to him or if he wants a treat. He brings you your shoes, whether you asked for them or not.

"All of the Above"

By Supt. Michael Grant

When the time comes for retirement, people generally say: "Gee, what a great gal or guy you were to work with," or "Nobody will be able to fill your shoes, you were the best at what you did," and "You will be missed."

In the case of long time CPO D Allan Iampietro, it will be, "All of the above."

Alan is currently assigned to MCI Plymouth as a CPO D and oversees the facility's Accreditation/Policy Office and also serves as the Institutional Grievance Coordinator.



Allan Iampietro

Alan began his career with the Department of Correction in 1976 at Southeast Correctional Center as a Correctional Counselor. He rose through the ranks to supervising Correctional Counselor, Director of Classification and Director of Programs. In 1993 Alan transferred to Bridgewater State Hospital (BSH) and became the facility's Accreditation/Policy Coordinator. Alan spearheaded BSH's efforts for ACA accreditation and also the process for BSH to be accredited by the Joint Commission. This dual accreditation made BSH the first dual accredited correctional/mental health facility in the commonwealth and the country. Alan was recognized for his efforts by being named BSH Employee of the Year and Department of Correction Employee of the Year in 1998 as well as a Beyond Excellence Award winner in 2008.

Alan has become the DOC's field expert on preparing facilities for the accreditation process. He has worked on many committees and task forces in conjunction with the Policy Development and Compliance Unit to improve efficiency and the credibility of the accreditation process.

In 2006, Alan transferred to MCI Plymouth and became the facility's ACA/Policy Supervisor as well as the facility's Institutional Grievance Coordinator. He also filled in for the Director of Classification and Treatment for six months.

In 2008, Alan was selected to work on the Governor's Oversight Committee of the State Medical Examiner's Office. Alan helped develop, write and format many of the policies and procedures that were put in place. Alan guided MCI Plymouth to re-accreditation and a perfect score of 100% in 2008.

Alan has made the Department of Correction a better place to work. In his 33 years of service, he has been not only a great role model, but also a true class act. He has been a positive influence on all around him and the ultimate team player for many years. We here at Plymouth speak not only for ourselves, but also for the entire DOC when we say, best wishes to Alan. You will be long remembered for, "All of the above."

Tech Services is "Patriotic Employer"

By Maria Michalski

On August 3, 2009, the United States Department of Defense, through representative David St. Germain, presented Chief Information Officer (CIO) Maria Michalski and Deputy CIO Brian Silvia an award to the Technology Services Division for being a "Patriotic Employer." Sgt. Michael Longton, a member of the National Guard and a Technical Liaison for the division, wrote a letter outlining the support for him by the division. Some of his statements were:

"Is highly supportive of my National Guard or Reserve service -- even when I am called on short notice."

"Outwardly recognizes me as a special asset because I am in the National Guard or Reserve."

"Backfills for me when I am on annual training duty without penalizing me."

The Technology Services Division would like to thank Mike for his submission and his patriotic duty to our country and to the Commonwealth of Massachusetts. He is now serving on active duty.



Left to Right: Deputy CIO Brian Silvia, CIO Maria Michalski and David St. Germain

Franklin Park Zoo is Site for National Night Out

By Michael Rodrigues

On August 4th, 2009, staff from the Office of Diversity, Training Academy and Boston Pre-Release Center represented the Department of Correction at the 2009 National Night Out. The event, held at the Franklin Park Zoo, was hosted by the Boston Police Department. The guest speaker at the event was Mayor Thomas M. Menino. Also in attendance were representatives from the Suffolk County District Attorney's Office and the Massachusetts State Police. The evening was a fun filled family event that provided the Department with a great opportunity to promote diversity in our recruitment efforts for employment. Staff handed out informational pamphlets about the Department, discussed the upcoming civil service examination for Correction Officers, and educated participants on all the DOC has to offer, such as good competitive salaries, great benefits, and room for advancement.



Left to right: CO James Callahan, CO Debbie Guity, CO Maria Araujo and Lieutenant Chris Jackson.

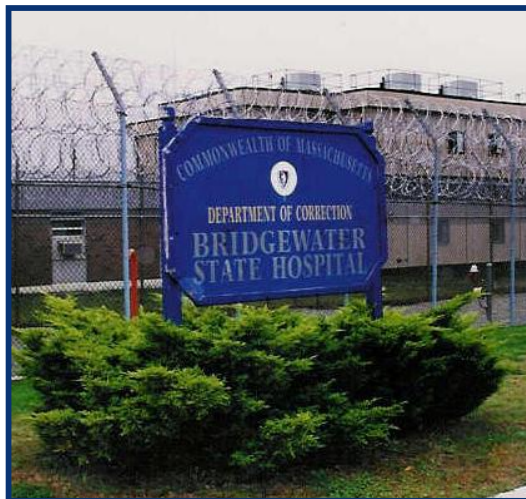
BSH Quality Care Recognized

By Superintendent Karin Bergeron

The Patient Care Assessment Division of the Massachusetts Board of Registration in Medicine recently recognized Bridgewater State Hospital as one of 17 hospitals in Massachusetts that demonstrated they have quality improvement and patient safety systems designed to ensure that patients receive the highest quality of care. These hospitals were recognized after they provided evidence of multidisciplinary review, multi-focused investigations, analysis of data, and the implementation of appropriate corrective actions or performance improvement measures.

A synopsis of that program - *Managing Psychogenic Polydipsia* by Marilyn Fisher, RN, Quality Management Specialist - was published in the Board of Registration in Medicine August 2009 Newsletter *First*.

Bridgewater State Hospital was re-accredited by the Joint Commission as a Behavioral Health Care Facility in March 2009.



Recruit Training Class 306: Creating Public Safety

By Bill Dupre and Sheila Dupre

A commencement ceremony in honor of Recruit Training Class 306 was held on Friday, September 25, 2009 at Mechanics Hall in Worcester, Massachusetts. 148 Correction Officers, 12 Correction Program Officers, and three Industrial Instructors took the Oath of Office administered by Commissioner Harold W. Clarke. Director William Dupre presided over the graduation ceremony while Commissioner Clarke delivered the keynote address.

The theme of the keynote address was "How Do We Create Public Safety?" Commissioner Clarke's message underscored the fact that we create public safety by planning for reentry and one of the best ways that we achieve this is to target offenders for treatment to correct key predictors. The Commissioner addressed the five key predictors of recidivism: antisocial values; antisocial peers; poor self control, self management and problem solving skills; family dysfunction; and past criminality. Recruit Martin F. Bottari (CPO) delivered the President's Speech with an emphasis on the many obstacles the recruits had to overcome throughout the 12-week Recruit Training Program, aimed to develop the necessary knowledge, skills and competencies of a corrections professional.

In commitment to public service, 40 recruits and training staff participated in the Ryan's Run on Sunday, September 20, 2009. Community activities and events provide an opportunity for the training academy to teach and display the importance of public service beyond the confines of a correctional environment.

The graduating recruits successfully completed the requirements of an enhanced 12-week Recruit Training Program that fosters an environment that cultivates a learning organization aligned with the agency's vision, mission and core values. The program provides a solid foundation of good correctional practices that support a balanced system of conditions of confinement, successful reintegration and serves public safety. 160 correction officers and correction program officers continue their training and development in a structured Field Training Program at their respective institution. The goal of the program is to bridge the gap between the academy and the institution; ensure continuity of what is learned and implemented; create a relationship and culture between the Field Training Officer and the trainee; and support staff retention.

Director Dupre closed the ceremony by summarizing the insights expressed by Recruit Tracy Haines during the oral component of the final exam. The question was posed: What is the role of a correction professional as it relates to the overall mission of public safety?

Prisons can be compared to oceans, they are vast and unknown, they can be dangerous at times but most often are safe and secure. Correctional staff is like the tides that guide, protect and control everything within its confines. Tides are strong and influential forces when they work together. They support the willing and re-direct the resistant to move in the right direction. Our role as Correction Professionals is to guide the inmates during their incarceration by being a role model, reinforcing pro-social behaviors and re-directing anti-social behaviors.

A very compelling image for Corrections in the 21st Century.

Raising Awareness of Domestic Abuse: Recruit Training Class 306

By Esther Gonsalves and Sheila Dupre, Division of Staff Development

The Department of Correction Recruit Training Class 306 sponsored a drive to support the domestic violence community in honor of Tiana Angelique Notice, who lost her life at the hands of her abuser earlier this year in Connecticut.

Donations in honor of the Tiana Notice Foundation were presented by Recruit Tracy Haines (CO) and Recruit Ricardo Alexander (CPO) to Mary R. Lauby, Executive Director, Jane Doe, Inc. The Massachusetts Coalition Against Sexual Assault and Domestic Violence and Jane Doe Inc. bring together organizations and people committed to ending domestic violence and sexual assault. Donations on behalf of the Recruit Training Class included over \$700, diapers, baby wipes, children's toothbrushes, and baby bottles. Additionally, the Boys and Girls Club of Worcester is offering free membership for children between the ages of eight and 18 currently living in a shelter or residing in foster care due to domestic violence.

Ms. Lauby, in her remarks to the Recruit Training Class, stated, "Domestic violence is the most predictable and preventable form of homicide." Current statistics indicate a drop in the cases of domestic violence homicides over the past two years.

In Massachusetts, between October 1, 2008 and September 30, 2009, 13 women, four men and three children have been killed in cases of domestic violence homicides. (<http://www.janedoe.org/involved.htm>) If you are concerned for yourself or someone you care about, connect with domestic violence services. They can help keep victims and their family safe. Call SafeLink at 1-877-785-2020 to talk about options and support.



Left to Right: Mary R. Lauby, Executive Director, Jane Doe, Inc.; Trallone Shorter, Policy Director of the National Network Against Domestic Violence; Recruit Ricardo Alexander (CPO); and Recruit Tracy Haines (CO).

RTC 306 Awards

Commissioner's
Award

*Highest Academic
Average*

Andrew D.
Rasmussen,
Correction Officer

Banner Award

Leadership

Tracy L. Haines,
Correction Officer
- RTC 306 Alpha

Mist A. Rousseau,
Correction Program
Officer - RTC 306
Bravo



Responsible, Respectful, Honest, Caring

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Community Correspondents Network

Nelson Alves
Peter Brown
Kathleen Doyle
Sherry Elliot
Christopher Fallon
Sharon Ficco
Joy Gallant
Bet Gentz
Paul Henderson
Jaileen Hopkins
Claire Kilawee-Corsini
Carol Lawton
Mary Lynch
Debra Moschos
Anne Manning
Susan Martin
Gregory McCann
Brenda Melanson
John O'Malley
Paul Ruane
Cara Savelli
Kyra Silva
Gary Temple
Timothy Tenney
Michael Thomas
Mari Lou Whalen
Diane Wiffin



1st Annual 2009 Massachusetts Correctional Benevolent Association (MCBA) Charity Golf Tournament

By Michelle Farrell

On August 28, 2009, the MCBA Charity Golf Tournament was held at the Pine Ridge Golf Course in North Oxford, MA. With 34 teams competing and several volunteers, there were 150 individuals who attended a fun filled day of golf, raffles, an auction and dinner. The winning team consisted of Gary Baldyga, Anthony Sbrocca, Michael Buscanera and Brian Fegreus of MCI Shirley. This year the event focused on a charitable cause and over \$7,000 was raised for the Tiana A. Notice Foundation. This foundation strives to prevent domestic violence by providing educational resources on the cycle of violence, the importance of self worth, and self empowerment and will provide assistance with legal and financial services. We hope to increase participation next year!



Left to Right- Michael Buscanera, Anthony Sbrocca,
Gary Baldyga and Brian Fegreus of MCI Shirley.

MCBA Charity Golf Tournament Winners

Promotions: May – July

Cristine Caliri	Vincent Pimental Jr.
Richard Houlihan	Caren Reid
Ellen Kittredge	Julie Valiton
Michael Koslowsky	Deborah Witherspoon

Retirements: May – July

David Abbott	John Doyle	Brian Keezer	Mark Pavao
Brian Allard	Jeffrey Fallon	John Lavoie	Dwayne Pelkey
Sandra Alphonse	Richard Faria	Mark Linscott	Ryan Quirk
Jeffrey Boudreau	Louis Fournier Jr.	Cheryl Looney	Mark Rose
Michael Brault	James Gagne	Frances MacKinnon	David Rourke
Pedro Centeio	Richard Goodman	John McDonald	John Salvatelli
Andrew Chase	Robert Grady	Stephen McGurn	Todd Studley
Peter Chmiel	Donna Gratto	John McKinnon	James Tainsh
David Crogan	William Harris	Robert Nadeau	Arthur Tibets
Richard Curtis	David Iannaccone	Daniel Palermo	James Twiss
Omarrio Dawkins	Sydney Jensen	Eric Palmer	Robert Viera